



2023 ESG REPORT HIGHLIGHTS

PROGRESS THAT MATTERS



At Custom Fleet in Australia and New Zealand, we are inspired to make the world more sustainable and inclusive. Our commitment to delivering progress that matters to our people, customers, suppliers, and communities is unmatched in our industry. Here, we showcase our achievements and progress in key areas such as reducing emissions and promoting diversity and inclusion.



ENVIRONMENTAL

Transforming Fleets

- **ESTABLISHED EV PROGRAM**, which supports and promotes fleet electrification
- **42% OF CLIENT FLEET IS ELECTRIC OR HYBRID**
- **\$3.5M** of government incentives secured to assist clients with their fleet electrification and charging infrastructure

Sustainable Operations

- **82% REDUCTION** in scope 1 GHG emissions from 2019 baseline
- We are close to **100% ELECTRIC INTERNAL FLEET** in both Australia and New Zealand
- **ESTABLISHED A PARTNERSHIP** with Tasman Environment Markets to access carbon credits for air-travel within Australia.



SOCIAL

Launched an industry leading Diversity, Equity, Inclusion and Belonging Strategy for the region targeting certifications to cement our status as an employer of choice for diverse talent.

- **DEVELOPED AN "INNOVATE" RECONCILIATION ACTION PLAN (RAP)** to support Aboriginal and Torres Strait Islander people achieve equality in all aspects of life
- **DELIVERED MEANINGFUL PROGRESS** towards AWEI certification and WGEA EOCCGE citation, including the launch of a gender-neutral Parental Leave Policy
- **EMPLOYEE ENGAGEMENT SURVEY**
 - **90% DIVERSITY INDEX SCORE**
 - **83% INCLUSION INDEX SCORE**
- **LAUNCHED INTERSECTION**, Custom Fleet's employee Diversity Network
- **CONTINUED COMMUNITY PARTNERSHIPS** with First Foundation (NZ) and Killara Foundation (AU) to support underprivileged and Aboriginal and Torres Strait Islander peoples with education and job opportunities



GOVERNANCE

Integrity forms the foundation of our business, and our definition of progress considers the environmental and social impact we create. We are committed to creating value for all through ethical conduct across our operations.

- **ESTABLISHED A CUSTOM FLEET ESG COMMITTEE** to oversee implementation of local ESG initiatives

380

volunteer hours through Custom Cares Program

\$AUD 50,000

donated to community organisations

Read the full 2023 ESG Report

